

**441—152.6(234) Drug-free workplace.** The provider shall operate a drug-free workplace. Owners, employees, subcontractors, and volunteers shall not report to work while under the influence of alcohol or illegal drugs. The unauthorized use, possession, sale, purchase, manufacture, distribution, or transfer of any illegal drug or alcoholic beverage while a person is engaged in state-funded business is prohibited. The provider shall take disciplinary action on any person who does not comply with this policy, up to and including discharge. Violation of this rule may be grounds for termination of the contract.